From the NMA President:
Steve Bailey, CM
NMA President
Dayton, OH

Spring Into Action at NMA

Have the urge to go over Niagara Falls in a barrel? Ever wanted to go artifact-hunting in New Mexico? Wish you could take a moonlight cruise across one of the most picturesque lakes in North America?

Then come a day early or stay a day late at one of our spring NMA Leadership Conferences. Whether it’s Niagara Falls, Albuquerque, or Coeur d’Alene, ID, you’ll want to extend your stay and take in the sights!

Yet, even if you never leave the hotel, you’ll still take home lots of souvenirs from the Conferences – “lessons learned”, “best practices”, a list of colleagues and peers who are a phone call or e-mail away, and finally lots of ideas and tips for making your NMA chapter “The Place to Be in 2003”.

The NMA room block at all three hotels is limited… because these are popular destinations. We know you’re planning to attend… so RESERVE YOUR ROOMS NOW. You can always submit the names later… but make sure you don’t miss out in saving that space.

Aside from enjoying the breathtaking beauty of our 2003 destinations, you’ll also come home with your batteries charged and a new toolkit for leading your NMA chapter to new heights. Please come… we want to see ALL of our NMA family at this year’s “Leadership Reunion”.

Are You Speaking Positively?
Wendell M. Pichon, CM
2003 NMA National Treasurer
Lockheed Martin Leadership Association
Fort Worth, Texas

“I hope you answered yes” especially when it comes to your involvement in the National Management Association or your local chapter or council. When we talk about our aspirations for NMA, or our chapter or council, we should make every effort not to say “try,” instead we should say “will” and “are.” There is no room for tentativeness or qualifiers. I know there are lots of contingencies and reasons why something might not happen, but when we spend time trying to create a list of potential reasons and then listing those things that must be met we will only discourage people from joining our cause. It’s OK to talk about all the hardships and those difficult hurdles – but don’t dwell on them. I have always been a believer that enthusiasm and emotions are contagious, so let’s show ours. We need to smile, use gestures, and to move our bodies. We should speak clearly… and we must always have eye contact. All of these signals are cues to others that we are personally excited about what we are saying and doing. If we are not excited about our involvement in NMA or our local chapter or council, how can we expect to get others excited? Believing is a very important ingredient of the action. If we are going to arouse the interest of others we must be genuine in our approach. I encourage you all to do your part and help us grow the association.

Have you submitted YOUR nominations?
(back to top of NMA Breaktime)

The deadline for NMA’s 2003 Member of the Year, Hall of Fame, and Executive of the Year nominations is fast approaching!! Remember, all nominations for these prestigious awards must be received by NMA no later than midnight, April 15, 2003. The official nomination forms for these awards can be downloaded at http://nma1.org/forms.

The recipients of these prestigious awards will be honored at our 2003 National Conference that will be held on September 21-23, at the newly renovated Marriott Renaissance Center in Detroit, Michigan. The Blue Cross/Blue Shield Chapters located in Detroit and Lansing will be the local hosts for this exciting conference.
will forget what you did, but people will never forget how you made them feel.

~Anonymous

Member Profile: (back to top of NMA Breaktime)

"They'll Remember They 'Did It in Detroit'"!

That's the promise of BCBSM Management Association board chairman Phil Delia - our host for this year's National Conference to be held (obviously!) in Detroit! Phil's unbridled enthusiasm comes naturally - and that naturally makes him a great advocate for this year's host city, sponsoring organization, the conference - and everything that's NMA! Phil is serving as the 2003 Host Chapter Conference Chairman, heading an equally enthusiastic team from both of Blue Cross Blue Shield of Michigan's NMA chapters who are busy planning an extraordinary conference in Detroit this coming September.

Phil brings both strong skills to the project effort and a rather humble approach to his role:

"It is truly a privilege to be leading this effort. We are so excited that NMA chose to bring the conference to Detroit - and have so much of our city and the area to share with fellow NMA members. We've got a great team assembled to deliver an event no one will want to miss!"

Phil knows firsthand what a great team can do. Last year, as Chapter President, Phil's team exceeded every goal they set for themselves. That kind of commitment is sure to ensure a great conference!

But those who "knew Phil when" can tell you that Phil's leadership skills and "public persona" didn't exhibit themselves initially as naturally as he now makes it look! Phil's NMA Mentor, BCBSM vice president Kathy Elston, observed that while Phil was never really an "introvert", he never seemed particularly comfortable with a public role - until NMA. "Phil really took the opportunities NMA offered him over his years as a member and a chapter leader to learn and practice leadership skills, and increase his comfort level with a leadership role. He is the perfect example of what NMA is all about!"

2002 Conference attendees got a chance in San

So... do YOU have someone YOU would like to nominate???

Be Careful

Be careful of your thoughts
for your thoughts become your words,
Be careful of your words
for your words become your actions,
Be careful of your actions
for your actions become your habits,
Be careful of your habits
for your habits become your character,
Be careful of your character
for your character becomes your destiny.

~Unknown

Recognition (back to top of NMA Breaktime)

Some exciting changes have taken place in NMA's Recognition Program! First, we have a new comprehensive Recognition and Awards Guide that contains detailed descriptions and requirements for any awards available through your National organization. It can now be used as a valuable resource for you to recognize one of your executives, members, or perhaps a non-member who has made a significant contribution to your chapter or your organization.

Also, effective your first 2003 administrative month, there's no minimum area and category point requirements for the Excellent, Superior, and/or Outstanding Awards. The only minimum point requirements are by size group. Those are:

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<thead>
<tr>
<th>Size Groups 1-4</th>
<th>Size Groups 5-7</th>
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<tbody>
<tr>
<td>225-Excellent</td>
<td>180-Excellent</td>
</tr>
<tr>
<td>300-Superior</td>
<td>240-Superior</td>
</tr>
<tr>
<td>375-Outstanding</td>
<td>300-Outstanding</td>
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</table>

"Motivation is when your dreams put on work clothes"

2003 NMA Leadership Conferences (back to top of NMA Breaktime)

Southwest / North Central
April 24-26
Hyatt Regency Hotel
Albuquerque, NM
Francisco to see just how far Phil has come with his "public" comfort level. He was one of the "Motown" singers the Michigan members presented during their promotion of the Detroit conference! If that was any evidence of what we can expect, you can be certain that the 2003 Conference will certainly be fun! (And Phil told us to tell those who were wondering that none of the singers and dancers who assembled in San Francisco have given up their day jobs - none of them even auditioned for American Idol!)

You'll find that Phil's enthusiasm and dedication is pretty typical of our host chapter members and their sponsoring company, Blue Cross Blue Shield of Michigan. Their strong support for NMA is certain to show in Detroit this September! We hope to see you there!

**Chapter and Council Happenings**

Boy Scout Aviation Merit Badge Workshop

Expanding Cultural Horizons

Seattle Chapter Provides Diversity Programs

Famed Surgeon Featured

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**Boy Scout Aviation Merit Badge Workshop**

The Lockheed Martin Leadership Association

Marietta, Georgia

LMLA conducted a Boy Scout Aviation Merit Badge workshop in-plant on Dec 14, the 99th anniversary of the Wright brothers flight.

Many thanks to the twenty-three LMLA members who volunteered to work this event. One hundred and fifteen Boy Scouts earned the Aviation merit badge by attending a lab session, an instruction session, and discussions with two Lockheed Martin pilots. The scouts were accompanied by 33 adult leaders. During the day all were treated to a tour of the C-130J production line and a walk and view down the F/A-22 production line. After six hours, all were tired but had a great time. We had a wide range of attendance by twenty-one Troops from seven districts.

Mel Meister is the NMA member responsible for arranging this workshop. Mel started working with Lockheed Martin (then Lockheed) in September of 1979 with the California Company on the shop floor. He entered the planner trainee program in 1980 after which, in 1985, he earned a Bachelor of Science degree in Business Administration from La Verne University. Mel left Planning in the same year to train as a Manufacturing Forecaster and eventually was blessed with an offer to move to Georgia in 1990 with the Industrial Engineering estimating group. Since 1990, he has worked on all programs estimating new business. Mel has assisted LMLA with community affairs as the Boy Scout Liaison for the past two years.

Submitted by:

Paul Williams, CM
NMA National Director
Lockheed Martin Leadership Association
Marietta, Georgia

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**Register today!!!**

Pacific North / Pacific South
May 8-11
Coeur d'Alene Resort
Coeur d'Alene, ID

Northeast / Southeast
May 15-17
Holiday Inn Select
Niagara Falls, NY

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Back to Chapter and Council Happenings
Imagine exploring mysterious cultures and ancient archaeology, experiencing the people, customs, art and music. Sound like fun? The teachers and children at Lockheed Elementary School think so. They are able to take these voyages of discovery through collaboration with LMLA Partners-In-Education (PIE).

Arline Denny, team lead for the F/A-22 Hazardous Materials Program, energizes classes to expand their cultural horizons through the “Ancient Cultures, Modern Adventures” series of her Expanding Horizon presentations. Her creative storytelling has allowed more than 675 students in the past two years to travel through “Egypt, Pyramids and Present,” “Peru, Land of the Incas,” and “Latin America, Art and Culture.”

Her newest adventure, “Native American Southwest, Ancient Cliff Dwellings to Modern Pueblos” takes students to the ancient cliff dwellings of Mesa Verde and present day pueblos of Taos and Acoma. The students explore Native American beliefs, attend the Gathering of Nations Powwow, and discover petroglyphs. The animated electronic presentation features more than 60 photographic slides with authentic Native American music.

"Arline has opened up new worlds of discovery for my fifth grade students! Her presentations of various locations are of high interest and motivate my students to learn more about the topics she presents," said Lyn Huber 4th and 5th grade teacher at Lockheed Elementary School. "My students think above and beyond their average range as their intellectual curiosity is highly stimulated by Mrs. Denny’s presentations. She brings personal enthusiasm and genuine interest to the students."

"I’ve never heard of a better approach to teach children about different cultures and heritages,” said Lee Rhyant, vice president and site general manager of the Marietta Plant site.

Denny’s presentations help geography and foreign language classes come alive. Teachers have commented that her command of the culture and history of the region is impressive. She uses original artifacts and musical instruments for a more hands-on experience. She teaches students to appreciate natural and man-made wonders, as she allows them to freely ask questions and academically explore new environments.

"I am very grateful to LMLA PIE for the opportunity to share the culturally enriching experiences and knowledge gained from my travels throughout the Americas, Europe, Mediterranean, and Asia," said Denny. "My intent is to help students expand their horizons, open their minds to new worlds and experience the oneness of people all around the world."

For additional information about Denny’s classes, you may reach Arline Denny at arline.denny@lmco.com.
Diversity
, pl – ties (14c) 1 : the condition of being different: Variety 2 : an instance or a point of difference

Now, does this really explain to one reading the definition of diversity? I would have entered: Rich, rewarding, filled with variety, varying ideas, different cultures, rich aspects of ethnicity sharing the culture of racial history and ethics. Doesn’t that sound more embracing, more “diverse”, more informational?

In 2000, the Port of Seattle Chapter of the National Management Association (NMA), moved beyond the typical chapter format and instituted, with the acknowledgement of National, a Diversity Development Committee.

And History was made . . . Not to be overdramatic, but it’s true.

For the last two years - I have been the Vice President of the Port’s NMA Diversity Development Committee. For the last two years, my committee members and I have implemented some exciting programs that expand the dictionary version of the word diversity to include more exciting definitions.

The Committee has brought to the Port several enriching programs that opened the door for others to think about diversity in broader less pigeonholed ways. For example:

**Conversational Language and Culture** – In our first year we implement this 6-week course in Conversational Spanish, in two separate sessions, taught by Port staff - who volunteered their time for two hours a week. It was phenomenally attended and feedback was positive and supportive.

**Border Crossings** – We also implemented public panel discussions that celebrated diversity in our workplace and community. These events provided Port staff an opportunity to meet other fellow staff members who shared their backgrounds and their impressions of being in the American workplace. What a learning experience!

Some of the topics that were broached were: Asian Culture • East Indian Culture • Baby Boomers vs. Generation Xers • Body Language - Handshakes, Eye Contact and Other Cultural Dilemmas • Gay and Lesbian Visibility in the Workplace

Several additional Border Crossings are planned for the upcoming months.

**Diversity Lunch and Early Evening at the Movies** – This series will begin with 3 culturally rich movies. After each movie attendees will be provided with an informal opportunity to discu the issues and events that occurred in the film. Our hope is that there is sufficient employee interest to continue the series into new year.

Our first movie was “Monsoon Wedding” a contemporary East Indian film about arranged marriages, family relationships, etc. Participation was excellent and the exchanges afterward were educational and eye opening. The second scheduled film is the classic “To Kill a Mockingbird.”

In the beginning of this article, I asked a question after providing the dictionary definition of diversity: "Now what does this really explain to one reading the definition “diversity”? What would your answer be now?"
Famed Surgeon Featured
Texas Gulf Coast Council (TGCC)
Houston, Texas

Member chapters of the TGCC (United Space Alliance, Lockheed Martin, Hernandez Engineering, Raytheon, and Wyle Laboratories) participated in their annual Joint Chapters Meeting (JCM) on November 12, 2002. Nearly 300 NMA members and guests heard famed surgeon and humanitarian, Dr. James “Red” Duke present his “Prescription for Stress Management.”

Following his graduation from the University of Texas Southwestern Medical School in 1956, he completed an internal medicine internship at Parkland Memorial Hospital (Dallas) but remained deeply interested in the surgical discipline and completed a surgical residency there as well. He received a NIH Special Fellowship at the College of Physicians and Surgeons of Columbia University in New York. After four rewarding years he was asked to join the Indiana University, Loma Linda Medical Consortium, to assist in the development of a new medical school, Nangarhar University, Jalalabad, Afghanistan. Dr. Duke moved his family to Afghanistan in 1970. After two years of treating everything from gunshot wounds, camel bites, complications of parasitic diseases to major orthopedic injuries and after suffering from bouts with hepatitis and tuberculosis, Dr. Duke returned to Texas and joined the faculty of the newly formed University of Texas Houston Medical School.

Because of his rather exhaustive experience in the management of injury, he was called upon to establish the trauma service at Hermann Hospital and in August 1976, the Life Flight Helicopter System was established. Dr. Duke established the first air ambulance service in Texas, made Hermann Hospital the first Level I Trauma Center in Southeast Texas, trained numerous residents and students, and healed countless severely injured patients.

Dr. Duke is the former host of the nationally syndicated Texas Health Reports (no longer produced/aired) and the former host of the 1986-89 PBS series, Bodywatch. He has been featured on several national news reports, health specials, and a television series. In 1988 he was named “Surgeon of the Year” and his extraordinary efforts to educate the public on health issues brought him into serious consideration for Surgeon General of the United States in 1989.

Besides our distinguished speaker, the council also bestowed its Gold Knight of Management award on Chief Operating Officer, United Space Alliance-Houston, Mr. Michael McCulley. In this role he has primary responsibility for the day-to-day operations and overall management of USA, the prime contractor for the Space Shuttle Program. Mr. McCulley is a former NASA astronaut and flew as the pilot on STS-34 in 1989 logging 119 hours and 41 minutes in space.

Submitted by:
Louis Cioletti
Wyle Laboratories Chapter
Houston, TX

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From the Editor...
(Back to top of NMA Breaktime)

If you have any questions, or have any

If you need to contact one of our chapter presidents, go to http://nma1.org/chapters/chapters.htm. This information is updated on a daily basis!!
chapter articles you would like to submit for NMA Breaktime, please contact:

Sue Kappeler, CM
VP MIS
sue@nma1.org

What successes are you having with your chapter’s Trial Membership Campaign??

Please report them to National so we may share them with other chapters!

http://nma1.org/tmc

Help us grow the Association... remember, increased membership equates to increased benefits for you!!

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"A visionary is one who can find his way by moonlight, and see the dawn before the rest of the world."

--Oscar Wilde

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Professional Development Corner
(Back to top of NMA Breaktime)

FaciliSkills™ Anyone?

NMA recently conducted the entire 4-workshop series of FaciliSkills™ at Wright Patterson Air Force Base, near Dayton, Ohio. Nearly 30 participants completed the series which ended on March 12. It was a very positive learning experience for everyone who attended. There will be a 3 hour session of FaciliSkills #3, "Transformational Leadership" conducted at 2 of our 3 NMA Leadership Conferences; one in April at Albuquerque, New Mexico, and the other at Coeur d'Alene, Idaho.

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Obtaining College Credit
for the Supervisory and Management Skills Courses through the American Council on Education

Karen Tobias
VP of Professional Development
karen@nma1.org

The American Council on Education (ACE) is an independent agency that reviews noncollegiate training courses and recommends the level of credit and the subject areas in which credit should be granted. The ACE publishes recommendations in The National Guide to Educational Credit for Training Programs.

The ACE reviewed NMA’s Supervisory and Management Skills Program (SMS) and recommends 9 hours of lower level baccalaureate/associate degree credit for completion of the entire program (140 hours of training are involved).

What does it mean when we say that NMA is approved by the American Council on Education (ACE) for college credit for courses?

As an example, if you successfully complete three SMS courses, Introduction to Supervision (Course 1), Management Principles (Course 2), and Leadership Development (Course 8), and you are interested in having them apply toward a college degree, you can present your records to your local college registrar for evaluation. (The decision to extend or deny credit rests with the individual college.) The ACE, a nationally-recognized reviewing body, has evaluated the courses below and said they meet the criteria for college-level work.

Did you know?

...that you can buy American Management Association (AMA) course materials at AMA member prices because you are an NMA member. There is only one requirement and that is you must

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Page 7
place your order for course materials through NMA's Professional Development Division. NMA will place the order for you and have it drop shipped to your office or home address. It is easy! You can go online to the NMA website to the NMA online course catalog or call 937-294-0421 for more information.

You can take any of the AMA self-study courses and receive CEU by completing the self-study requirements. So take advantage of your NMA benefits and order today.

<table>
<thead>
<tr>
<th>NMA's Supervisory and Management Skills Program</th>
<th>Type of Degree and Number of Credit Hours</th>
<th>Area of Coursework</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <em>Introduction to Supervision</em> (Course 1),</td>
<td>In the lower division baccalaureate/associate degree category,</td>
<td>Management and Supervision</td>
</tr>
<tr>
<td>2. <em>Management Principles</em> (Course 2), and</td>
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<tr>
<td>3. <em>Leadership Development</em> (Course 8)</td>
<td>3 semester hours</td>
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</tr>
<tr>
<td>1. <em>Communication Skills</em> (Course 3) and</td>
<td>In the lower division baccalaureate/associate degree category,</td>
<td>Business Communications, Communications,</td>
</tr>
<tr>
<td>2. <em>Interpersonal Relationship Skills</em> (Course 4)</td>
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<td>Human Behavior, or Interpersonal Dynamics</td>
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<tr>
<td>3. <em>Developing Performance</em> (Course 5)</td>
<td>2 semester hours</td>
<td>Personnel Management</td>
</tr>
<tr>
<td>2. <em>Challenge of a New Employee</em> (Course 6), and</td>
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<tr>
<td>3. <em>Coaching and Counseling</em> (Course 7)</td>
<td>2 semester hours</td>
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</tr>
<tr>
<td>1. <em>Business Concepts</em> (Course 9), and</td>
<td>In the lower division baccalaureate/associate degree category,</td>
<td>Management or Business Administration</td>
</tr>
<tr>
<td>2. <em>Law for the Layman</em> (Course 10)</td>
<td>2 semester hours</td>
<td></td>
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</table>

The above appears in the ACE publication, *The National Guide to Educational Credit for Training Programs*. If you would like more information, please call the Professional Development Division at 937-294-0421.